

**Public Service Commission of the District of Columbia  
Advisory Council on Utility Supplier and Workforce Diversity  
Job Training and Retention (including Apprenticeship) Working Group**

**April 10, 2020**

**10:00 AM**

**Best Practices**

Utility-sponsored job training programs: DC Water Works! and PEPCO Utility Training

DC Water Works! Program – Established contract language with specific goals related to local hiring, supplier and workforce diversity.

For the last 3 years, successfully achieved 70-80% contractor new hires have been local district residents.

Partnered with the DC Infrastructure Academy for outreach, academic support. Prepared District residents for DC Water’s Apprenticeship Program.

Utilizes Strategic Partners such as Department of Employment Services (DOES) to provide additional wrap around services such as transportation subsidies, childcare and other services to support job retention activities.

Contractors partner with utilities to serve as mentors and future employers. The partnership resulted in increased hiring of District residents.

Pepco – Partnered with the University of the District of Columbia and CSMlearn to prepare potential employees for its pre- employment exam and entry level positions with such as the Line Positions in the Overhead, Underground, Meter and Transmission Department.

Wrap around services such as childcare, transportation, financial literacy help with job retention and removes barriers to success.

Collaboration with Unions – LiUNA! An alternative resource for employment to support participants who are unable to pass the utility entrance examination.

Utilities’ collaboration with the DC Infrastructure Academy - a proven partner that supports utility’s mission by providing community outreach assistance, academic support for participants, pre-employment screening and training venue.

**Challenges**

1. Age discrimination
2. Engaging returning citizens

3. Diverse Suppliers difficulty filling construction management and inspector positions
4. Inconsistency of wages between the industries
5. Legalization of marijuana (drug policy)
6. Additional need for skilled workers and trade craft such as carpentry, etc.

**Recommendations:**

Include language in Memorandum of Understanding (MOU) pertaining to workforce development and diversity.

Consider the inclusion of aspirational goals with the expectation to meet or exceed goals

Conduct an annual review of industry best practices.

Consider intangible benefits as an incentive.

There is a need to address the disparity in benefits amongst the utilities and providing affordable health insurance and retirement plans.

**Next Steps:**

Collectively agree on recommendations for MOU and best practices before we have our collective advisory council meeting.

Working Groups present to larger body best practices and recommendations of what we would like to add to MOU to modernize it.

Due to COVID-19 and the next Advisory Council meeting will convene at later in 2020 for an in- person meeting.